

**SPECIAL  
POINTS OF  
INTEREST:**

- **Welcome**
- **Meet Vivian Hammill**
- **Work-life Balance**
- **Share today, touch tomorrow.**
- **Tips to stay hired**
- **Meeting Schedule**

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# Free Speech

VOLUME 1, ISSUE 1

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## Welcome ICCW 06-07 Members

Melody Scoble (V) Sec of State

Kathleen Ely (A) Sec of State

Colleen Owen (V) DEQ

Jan Brown (A) DEQ

Lenore Adams (V) Leg Svcs

Casey Barrs (A) Leg Svcs

Erin Ricci (V) DNRC

Britt Long (A) DNRC

Betty Huckins (V) Corrections

Vicki Schiller-Long (A) Corrections

Jeri Duran (V) Lottery

Lynn Eneas (A) Lottery

Jere-Ann Nelson (V) D of A

Linda Davis (A) D of A

Lindra (Lindy) Davies (V) AG

Cassie Egbert (A) AG

Michelle Robinson (V) DLI

Barbara Bessey (A) DLI

Sheila Martin (V) Livestock

TBD (A) Livestock

Jackie Williams (V) - Gov Office



**Together we can make a  
difference.**

Billie Rusek (A) - Gov Office

Pam Spore (V) - Revenue

TBD (A) - Revenue

Wendy Neumann (V) Military Affairs

Gail Dreher (A) Military Affairs

Joan Franke (V) OPI

Christie Reardon (V) Justice

Jacqueline Gibson (V) Consensus Council

Judy Edwards (A) Consensus Council

Barbara Pepper-Rottnes (V) Historical Society

TBD (V) DPHHS

TBD (A) DPHHS

TBD (V) Commerce

TBD (A) Commerce

TBD (V) State Auditor

## Notes of Gratitude

Thank you ICCW Chairwoman 06-07, **Shannon Stober**, for all of the work you put into transitioning ICCW. Your contagious energy, smile and passion will be greatly missed.

Best wishes on your new  
adventure in Missoula.

Thank you ICCW voting member, **Jacqueline Gibson**, for facilitating the first brainstorming session of ICCW to help us clarify our mission, goals and objectives for the 2006-2007 session.

Thank you to former subcommittee members for presenting 05-06 final reports:

**Chris Hettinger**—Training

**Jere-Ann Nelson**—Daycare

**Michelle Robinson**—Wages

**Shannon Stober**—ELA

## Celebrating Women



**Vivian Hammill, Chief Legal Counsel for DLI and legal advisor to Governor Schweitzer**

Vivian (Viv) Hammill declared at age five that she would become a lawyer after watching Gregory Peck in *To Kill a Mockingbird*. Her first court appearances were in high school doing bail bonds hearings in NY for the Fortune Society that represents indigent peoples charged with a crime.

Viv started as a zoology major in college, but graduated the University of Vermont with a BA in Political Science and

minor in Economics. She later received her Juris Doctorate from Southwestern University Law School.

After working for the California Court of Appeals and the father of the California settlement system, Viv opened her own private practice with partner Carl Wolf, where they designed the case management and discovery model for the San Francisco Human Rights Commission. In addition to her practice she served as San

Francisco City Commissioner for four years, she lectured extensively—38 continuing legal education courses— and guest lectured on employment law at several prestigious Universities.

Presently Viv serves as legal advisor to Governor Schweitzer and as Chief Legal Counsel for the Department of Labor and Industry. She has served 13 years in Montana State Government.

*“Problems arise in that one has to find a balance between what people want from you and what you want for yourself.”*

*- Jessye Norman*



**2007 marks 30 years of ICCW**

## Striking the Balance

According to the Society for Human Resource Management, women and workers younger than 35 years old cite work-life balance as the most important component to their overall job satisfaction. Meanwhile, men consider work-life balance the fourth most important component to their overall job satisfaction. Private companies such as Motorola

assist workers by providing work-life programs such as on-site childcare, tuition reimbursement, EAP and sports teams to promote health and fitness. Similarly, Booz Allen Hamilton of VA earns employees' loyalty by providing paid parental leave, telework options, flextime, adoption assistance, backup childcare, onsite childcare and resource and

referral programs for living wills and credit management.

Tips for improving work-life benefits include (1) Determining the needs of your workforce. (2) Buy in from managers. (3) Keep workload manageable. (4) Tie work-life benefits to business objectives. (5) Assess job performance based on performance, not hours.

## Great Expectations

Each year of service one ICCW member hands another a baton and asks that he/she continues to carry the message that began in 1977 when Governor Tom Judge signed an Executive Order establishing ICCW.

The visionary members of 1977 established four subcom-

mittees to assess the needs of women for the betterment of all state employees. Task forces assembled to tackle issues such as Affirmative Action, Career Development, Day Care and Internal Promotion. Ironically, many of these same issues are still prevalent in 2006.

In 2007 ICCW will have the distinct honor of celebrating the dedication, devotion and commitment of members in service.

Stay tuned as we highlight the members of 1977-2006 in each edition of Free Speech.

# A Spirit of Social Responsibility



**Change is not easy, walk deliberately.**

agencies commit to providing up to four hours a month of ICCW service.

Chosen voting members and alternates are encouraged to be an active participant

in subcommittees to move ICCW goals forward.

Your enthusiasm is contagious, your desire for collective voices, in proactive advocacy—promoting unity and equality—provides opportunities for other members to

join the cause and be the change we are diligently creating.

A few members can't make it happen. Remember to honor your individual commitment to your team, even when you feel like maybe one or two can handle the job, remind them you are an important asset and shine.

**"You give but little when you give of your possessions. It is when you give of yourself that you truly give." Kahlil Gibran**

**"Men are taught to apologize for their weaknesses, women for their strengths."  
-Lois Wyse**

It's been said that to share today is to touch tomorrow. Building an ethic of service and volunteerism has profound effects on the giving individual and benefits communities. Each year, members across state

## You're Fired

It's not just a Donald Trump mantra, as he dismisses another hopeful apprentice from the board room. These two words resonate fear among workers who worry desperately that their jobs may become outsourced, downsized or eliminated.

20 years ago, I was fired from a job. It wasn't a career to me, it was a job that accentuated all of my

weaknesses -working in solitude, unable to participate in decisions of product placement, method of sales, etc. I justified staying with this employer because "it paid the bills." Then one day, I was terminated.

I realized years later that what was missing from my work was a job description that catered to my strengths. If I had negotiated

better terms that focused on my strengths—team player, highly creative, self-motivated and passionate about sales—I probably wouldn't have been (1) unhappy and (2) expendable.

I've found, in my career path, that by implementing these tips (*Stay Hired*) my job does more than just pay the bills. It gives me the ability to see if the job is a right fit for me.

## ...Stay Hired

- 1) Sit with employer and establish a list of high to low priorities so that you don't waste valuable time on low priority projects.
- 2) If you work in an area where feedback is rarely handed out, solicit an informal evaluation from your peers. Or take it one step further and ask your boss how you are doing.
- 3) Continually market yourself. Suggest ideas for improvement on projects and take credit for your contributions.
- 4) Practice discretion and pick your battles wisely. Avoid gossip that only alienates the workforce.
- 5) Accept praise. Ironically it's

far easier to accept criticism and allow it to affect our day. Change your perspective. Allow compliments to set the tone of your day. Even if it means having to give a compliment in order to receive one.



Author: Michelle Robinson

**Share your success story. E-mail [mirobinson@mt.gov](mailto:mirobinson@mt.gov).**

## ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY

ICCW

Helena, MT

59624

Phone: 406-444-1520

Fax: 406-444-1395

E-mail: [mirobinson@mt.gov](mailto:mirobinson@mt.gov)

**Creating positive change for all state employees by promoting the full participation of women in state government.**

### Meeting Schedule for 06-07

Oct 19	1:30-3:00 Capitol, Rm 172
Nov 16	1:30-3:00 Walt Sullivan, 1st flr
Dec 14	1:30-3:00 Walt Sullivan, 1st flr
Jan 18	1:30-3:00 Library, Grizzly Rm
Feb 15	1:30-3:00 Walt Sullivan, 1st flr
Mar 15	1:30-3:00 Library, Grizzly Rm
Apr 19	1:30-3:00 Walt Sullivan, 1st flr
May 17	1:30-3:00 Library, Grizzly Rm
June 21	1:30-3:00 Walt Sullivan, 1st flr

**General Meetings will occur for first 30 mins of business. Subcommittee meetings will occur for the remaining 1 hour. Please make plans to attend the 1 1/2 hour session.**

**Visit ICCW on the web  
[www.mdt.mt.gov/iccw/](http://www.mdt.mt.gov/iccw/)**

## Help Wanted

ICCW is a team experience. The newsletter should reflect all diverse and dynamic individual voices.

Each edition will highlight a successful man or woman in state government who encourage women in the workplace. Each agency has them and it's up to you to seek them out. If you are not comfortable interviewing and writing a story, send your thoughts, ideas and individual's contact info and we'll do the rest.

Subcommittee reports will become the highlights of pages 2 and 3. Think outside the "meeting minutes" and tell us about your group dynamic. Remember to highlight your teams' obstacles and victories.

Thoughts for the cover story, article of interest, space to plug a state hosted event? Maybe an interview of the host of the brown bag workshop? Resources for all to share? Ideas for improvement? Know one of the founding members? Find out if they are willing to share their story?

We want to hear them. This publica-

tion will only be as successful as its members' participation.



**Send stories or leads to  
[mirobinson@mt.gov](mailto:mirobinson@mt.gov)**

*PDF conversion provided courtesy of  
Casey Greenwood*